

# **Taking a Stand, Empowering the Community**

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*Faith-based Organizations Providing  
Employment and Training Services*



The Simmons Group

Prepared for  
**The Missouri Department of Workforce Development**

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Presented By  
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# **Workshop Objective**

To provide a basic understanding of the benefits to local WIB's - and communities at-large – of developing an understanding of the role of faith-based organizations in the provision of Social Services in general, and engaging in Workforce Development activities in particular



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# **Faith-Based Organizations**

## **Definition**

- Local congregations of churches, synagogues, mosques, and other houses of worship
- Nonprofit organizations with some religious or faith-based association



# History of Faith-Based Organizations in Providing Social Services

- Revolutionary Era
  - 1800s
- “Social Gospel” Movement
  - 20<sup>th</sup> Century
  - Recent Years



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# “Charitable Choice”

- “Charitable Choice”, the name given to a series of laws approved by President Clinton as part of welfare reform from 1996 to 2000
  - Encouraged government agencies to involve faith-based organizations in providing federally funded services to the poor
  - Designed to protect both the religious character of faith-based organizations and the religious freedom of recipients of federally funded social services



# **The White House & Faith-Based Initiatives**

- In 2001, President Bush expanded Charitable Choice by creating the White House Office for Faith-Based and Community Initiatives
- Additionally, the Administration established centers for the Initiative in seven federal agencies
  - However, no funds were set aside specifically for Faith-Based Organizations
- Rather, the measure was designed to “level the playing field” for FBOs competing for federal dollars
  - In 2003, \$1.1 billion went to FBOs



# State Initiatives

## Indiana's FaithWorks Program

- Launched in 1999
- Encourages partnerships between state agencies and FBOs
- FBOs now provide services ranging from job readiness to facilitating programs for non-custodial parents
  - First year resulted in 40+ contracts, totaling \$3.5 million dollars

## Texas' Pioneering Efforts

- Established a Faith-Based Task Force in 1996
  - Task force comprised of 16 clergy, plus volunteer leaders of diverse backgrounds
- Established the Texas Workforce Commission to impact workforce development activity
- 28 local workforce development boards coordinate with state agencies to promote FBO involvement
  - Local boards are funded by the Commission
  - Local boards have direct service delivery responsibility
  - Local boards have over 1,030 contracts with FBOs

## Virginia: Building Bridges to Faith Communities

- VA General Assembly established a special task force in 1999
- During 2000 session, passed Resolution 289, which provided the blueprint for compliance with Charitable Choice
  - The Resolution offered a framework for encouraging relationships between public and non-public entities, especially FBOs
- Established liaisons in 121 local departments and 26 community action agencies





# Why Partner with FBOs?

## Fulfillment of the WIB Mission

- The WIB has the lead role in identifying the community's workforce development needs and ensuring that useful information is disseminated about the labor market to both job seekers and employers
  - Convener of all workforce development partners, including FBOs

## FBOs expand the capacity of local WIBs by...

- Providing service delivery flexibility
  - Affording access to a broader, more diverse customer base
- Expanding WIB outreach and open doors to hard to serve populations
  - Cost sharing
  - Wraparound services

According to one WIB Member, ***“Most of the WIBs that are on the cutting edge realize that strategically we have to redefine our role ... from providers of programs for certain groups of people to builders of systems that keep industries competitive and give our customers jobs that pay a family-sustaining wage. To do that, we need to network with every resource in the community that will support that mission. FBOs are powerful allies that do things that our public system can't...”***



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# Why Partner with FBOs? (cont.)

Exposure to Innovative, Non-traditional Programming and Service Delivery

Examples of Promising Programs

**Impact Urban America** - a self-described "faith-based social entrepreneurial organization,". It is a project of Maranatha Chapel, a Christian non-denominational church in San Diego, California. It has developed a model that combines leadership training with job and life accountability skills and customer service, using a seminar format and follow-up derived from a well-known executive leadership training model, to help residents of low income urban communities prepare for and find jobs.

It has partnered with the San Diego Housing Authority to apply the model within the context of the HUD-funded Self-Sufficiency program. In addition, the program develops temporary, transitional, and permanent placements with local employers

**The Richland Hills Church of Christ** - in North Richland Hills, Texas, in the Fort Worth area, operates several ministries that offer a range of humanitarian assistance, some of which is explicitly employment-related. Their "Christian Career Network" is a deacon-led series of once-per-week evening workshops offering job search assistance. Job counseling is also offered during job fairs offered once-per-week. An on-site social worker, under the direction of church elders, provides on-going case management, serving over 200 individuals per year. They also offer work experience, ranging from 10 hours to two weeks, to individuals coming out of the criminal justice system or who are otherwise unemployed. About 30 individuals received those services last year, including some who were referred from other churches in the area.

**Holy Redeemer Institutional Church of God in Christ** - in Milwaukee, WI operates several educational and social service programs sponsored by the church. Among the services they provide are job search assistance, job counseling, job mentoring and job coaching. There is an eight-week course, offered twice a year. They also offer services relative to life skills training, case management, on-the-job training and career advancement assistance. Their vocational rehabilitation program is delivered in 12-week segments. GED preparation and computer technology courses are offered through workshops in partnership with a local junior college. Also, about 100 individuals per year received literacy training. A similar number receive assistance in English as a Second Language (ESL), and GED/High School preparation assistance. In addition, the program provides bus tickets, referrals for legal assistance and, less frequently, tools or clothing for work. The church has been providing employment-related services for about 10 years.



# Why Partner with FBOs? (cont.)

## Concentration on a Holistic Approach to Individuals and families

Compared to secular, nonprofit or government service providers, the testable claims are that FBOs are more holistic in their approach, i.e. they treat the whole person, and therefore;

- Stress spiritual renewal and personal transformation and responsibility;
- Place program participants in an ongoing support network that provides role models and assistance and connects clients to the community;
- Have frontline workers who that develop more intimate relationships with clients, which translates to “more effective” service delivery and higher rates of success



# The 5 S's

**Suggest** - Faith-based organizations can refer members to these and other critical resources WIB resources by...

- Recommending and referring them in appropriate casual conversations, meetings and counseling sessions
  - Including articles about local WIB workforce initiatives in organization newsletters
    - Providing workforce development information on bulletin boards
      - Sponsoring trips to local One-Stop Career Centers
      - Sponsoring training sessions on Career OneStop
- Hosting a special career-planning seminar featuring local workforce development staff members

**Support** - Faith-based organizations that want to support individuals facing employment problems may support them in numerous ways, including...

- Internet Access
  - Mentoring
- Work Experience
- Communications Assistance
  - Interview Preparation
  - Education Tutoring

**Supplement** – Faith-based organizations may be used to fill critical roles by supplementing your resources by providing, whether free of charge or at reduced rates, such thing as:

- Child Care
- Transportation
  - Clothing
- Life Skills Training



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# The 5 S's (cont.)

**Supervise** - *You might choose to invite local church and faith-based leaders to assist in supervising the local workforce system, by...*

- *Inviting Faith leaders to serve on local or state Workforce Investment Boards or simply attend board meetings or to research board activities and recommend new initiatives to the WIB*

**Serve** - *The WIB may encourage local congregations and faith-based organizations to serve as providers of workforce development services to those in need, through...*

- *Contracts*
- *Sub-Contracts*
- *Grants, and*
- *Sub-Grants*

*All overseen by the local workforce investment system*



## **AUDIENCE PARTICIPATION**

**Examples of Best Practices in Workforce Development, specifically involving Faith-Based Organizations or Examples of Exemplary Partnerships between Faith-Based Organizations and local WIB's from workshop participants**



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